***WSU Office of Research Advancement and Partnerships***

***NSF Postdoctoral Mentoring Plan Template***

***Last updated: Spring 2024 (PAPPG NSF 24-1)***

[**See instructions from NSF in the PAPPG (NSF 24-1) on putting together your Mentoring Plan.**](https://beta.nsf.gov/policies/pappg/23-1/ch-2-proposal-preparation#2D2i)

[**Formatting guidelines:**](https://beta.nsf.gov/policies/pappg/23-1/ch-2-proposal-preparation#2C2)

* 1-inch margins, all sides
* 10 pt (Arial, Courier New, Palatino Linotype) or 11 pt (Times New Roman, Computer Modern) font
* Six lines of text per vertical inch (single-spaced)

**1 page limit**

Note: in addition to WSU postdocs and graduate students supported on the project, plan [must consider postdocs from sub-awards or, if submitting a collaborative proposal, the collaborative institutions](https://beta.nsf.gov/policies/pappg/23-1/ch-2-proposal-preparation#2E3).

This document provides general guidelines only. Make sure you **read the solicitation for your program** and **structure your plan to match the requirements of the solicitation**.

*Delete this line and all text above.*

**Postdoctoral and/or Graduate Student Mentoring Plan**

The PI has successfully mentored n# post-doctoral fellows and/or n# graduate students and is currently mentoring n# post-doctoral fellows and/or n# graduate students in the areas of XX research. *Note:* *Consider including information about where your post-docs and graduate students are placed.*

Specific to this project, the mentoring will focus on the following aspects:

1. **Research Training:** The [postdoctoral fellow(s) and/or graduate student(s)] will be provided ample opportunities to develop their critical thinking skills through their active involvement in decision making and execution of the research plan at every stage. This aspect is expected to encourage a sense of responsibility and accountability in the [post-doctoral fellow(s) and/or graduate student(s)]. The incumbent(s) will be cross trained in XX and YY disciplines, increasing their competitiveness in the research circle.

2. **Professional Development:** The [postdoctoral fellow(s) and/or graduate student(s)] will attend conferences to present the project’s research results to support their professional development. The incumbent(s) will be trained in independent authoring of journal articles and review articles. Washington State University, through the Office of Research Advancement and Partnerships, arranges focused grant-writing workshops taught by professional grant-writers every semester and the PIs will ensure the incumbent’s(s’) participation in such workshops. The post-doctoral fellow(s) will be included as a co-PI in one or more related federal proposals based on the research to be carried out in this proposal or as a spinoff of ongoing projects in the program [could also include similar professional development benchmark for graduate student(s)].

3. **Teaching, mentoring and outreach skills:** The [postdoctoral fellow(s) and/or graduate student(s)] will be integrated into all aspects of this project to provide the incumbent(s) experience in graduate, undergraduate and high school student mentoring and advising in which the PI’s are already actively involved. The PIs teach a course on XX and XX respectively. The incumbent(s) would be given opportunities to present guest presentations in these courses. This aspect of the training is expected to provide the incumbent(s) formal experience in teaching and advising while creating an opportunity to sharpen their communication skills.

4. **Performance assessment:** [postdoctoral fellow’s(s’) and/or graduate student’s(s’)] performance will be assessed annually by the PIs and the advisory committee. Critical feedback and mentoring will be provided to the [postdoctoral fellow(s) and/or graduate student(s)] in order to improve their professional progress during the course of the project.

5. **Career Development:** In the final year of the project, efforts will be made to facilitate the incumbent’s(s’) transition into an independent research position either in academia or industry by informing the individual about various opportunities as they become available.

The overarching goal of this mentoring plan is to facilitate interdisciplinary research training of [postdoctoral fellow(s) and/or graduate student(s)] while providing experience in all other peripheral aspects necessary for pursuing a successful career in research.